

4-1195

01-13

August 14, 1975

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1975 - 1976

A G R E E M E N T

BETWEEN

HAMMONTON BOARD OF EDUCATION

AND

HAMMONTON ADMINISTRATORS' ASSOCIATION

X July 1, 1975 - June 30, 1976

## ARTICLE I

A. UNIT MEMBERSHIP

In accordance with Chapter 123, Public Laws of 1974, the Board hereby recognizes the Association as the exclusive and sole representative for the collective negotiation concerning the terms and conditions of employment for all those Administrators, whether under contract, on leave, or a per diem basis, including only:

Assistant Principals and Principals.

B. DEFINITION

Unless otherwise indicated, the term "administrator" when used hereinafter in this agreement, shall refer to all professional employees represented by the association in the negotiating unit and references to male administrators shall include female administrators.

## ARTICLE II

A. MAINTAINING CURRENT BENEFITS

Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement shall continue to be so applicable during the term of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce, or otherwise detract from any administrators' benefits existing prior to its effective date.

## ARTICLE III

A. SICK LEAVE

## Accumulative

All members shall be entitled to twelve (12) days sick leave per year. After five (5) years of service in the system, all members shall be entitled to fifteen (15) days sick leave per year. Unused days of sick leave shall be accumulated from year to year.

B. PERSONAL LEAVE

1. All members shall be entitled to three (3) personal leave days per year with the approval of the superintendant for the following purpose:

- a. Illness in the immediate family where the presence of the employee is required.
- b. Death of a relative or close friend.
- c. Court summons or other legal process involving no moral turpitude on the part of the employee.
- d. Religious holiday
- e. Other reasons at discretion of the Superintendent valid.

2. Such leave shall be non-cumulative.

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#### ARTICLE IV

##### A. VACATION SCHEDULE

All members shall be entitled to vacation leave as follows:

a. Principals - 3 weeks after one (1) year service.  
4 weeks after three (3) years service.

b. Assistant Principals - 2 weeks after one (1) year service.  
3 weeks after two (2) years service.  
4 weeks after four (4) years service.

If a situation arises where it is not possible for an administrator to take his vacation during the summer months following the school year in which the vacation was earned, the administrator may, upon the approval of the Superintendent of Schools, take the time during the next school year.

However, the administrator may accumulate no more than a maximum of five (5) days, which may be carried over to the next school year.

#### ARTICLE V

##### A. MISCELLANEOUS

All members of the Association shall be reimbursed at the rate of twelve cents (12¢) per mile who may be required to use their own automobiles in the performance of their duties.

#### ARTICLE VI

##### SALARY GUIDE

See Administrators' Salary Schedule attached.

#### ARTICLE VII

##### DUTIES AND RESPONSIBILITIES

The duties and responsibilities of the Administrators, who are incorporated within the contract, shall be governed and directed by existing and future policies arrived at and approved by the Administration and Board of Education.

#### ARTICLE VIII

##### A. DURATION

This agreement shall be effective as of July 1, 1975 and shall continue in effect until June 30, 1976.

HAMMONTON ADMINISTRATORS'  
ASSOCIATION

P. G. O'Neil  
President

HAMMONTON BOARD OF  
EDUCATION

Dr. Donald P. Lescay (Pres.)  
Warden, Jr., Superintendent of Schools  
John J. Doherty, Vice Pres.

## ADMINISTRATORS' SALARY SCHEDULE 1975-76

Each Administrator is to be paid according to a weighted salary index based upon the teachers' 75-76 salary schedule. The Administrators' base salary is to be determined by the degree he has received and years of experience in the field of education and administration. The weighted salary index is to be as follows:

<u>Job Classification</u>	
A. Principals	1.35 - 1.55 (2% per year for ten years)
B. Assistant Principals	1.27 - 1.42 (1-1/2% per year for ten years)

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SCHEDULE A-1

	<u>BS</u>	<u>BS + 30</u>	<u>MA</u>	<u>MA + 30</u>
1.	8,750	9,050	9,350	9,650
2.	9,050	9,350	9,650	9,950
3.	9,400	9,700	10,000	10,300
4.	9,750	10,050	10,350	10,650
5.	10,150	10,450	10,750	11,050
6.	10,600	10,900	11,200	11,500
	11,050	11,350	11,650	11,950
	11,550	11,850	12,150	12,450
	12,150	12,450	12,750	13,050
10.	12,750	13,050	13,350	13,650
11.	13,350	13,650	13,950	14,250
12.	13,950	14,250	14,550	14,850
13.	14,600	14,900	15,200	15,500
14.	15,300	15,600	15,900	16,200
15.	16,000	16,300	16,600	16,900
16.			17,300	17,600
20.	16,100	16,400	17,400	17,700
25.	16,200	16,500	17,500	17,800
	16,300	16,600	17,600	17,900
	16,400	16,700	17,700	18,000